

## **Gordon E. Penfold** *Curriculum Vitae*

Present Position: Executive Director of Fresh Start Ministries  
Vice President, Turnaround Pastors, Inc.  
P.O. Box 178  
Eaton, Colorado 80615  
Telephone: (970) 631-6740  
Email: [gordonpnfld@gmail.com](mailto:gordonpnfld@gmail.com)  
[gordonpenfold@turnaroundpastor.com](mailto:gordonpenfold@turnaroundpastor.com)

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### **Personal and Family:**

Born in Denver, Colorado; raised in Fort Lupton, Colorado  
Married to Beth Ann Barnard Penfold, August 22, 1970

Children:

Rebekah A. Meeker  
Rachel L. Delventhal  
Benjamin A. Penfold

### **Education:**

Doctor of Ministry, 2011, Talbot School of Theology, Biola University  
Majored in Growing and Multiplying Churches in North America, Dr. Gary McIntosh, Faculty Mentor  
Thesis Project Title: Defining Characteristics of Turnaround Pastors Among Evangelical Churches in the Rocky Mountain States.

Master of Theology, 1981, Dallas Theological Seminary  
Majored in Bible Exposition  
Thesis title: A Study of Despair in Selected Old Testament Characters.

Master of Science in Civil Engineering with emphasis in Structural Engineering, 1973, Colorado State University

Bachelor of Science in Civil Engineering, 1972, Colorado State University

### **Professional Experience:**

2013-Present

**Co-founder and Treasurer of Turnaround Pastor, Inc.**

This ministry focuses on training and equipping pastors for greater effectiveness in ministry. We also continue to work on research into effective ministry practices in order

to further equip pastors toward effective pastoral ministry. This research includes both examining effective pastoral practices as well as interpersonal relationship needs.

This work includes research, writing, coaching, mentoring and conducting intensive week-long training events (Turnaround Pastor Boot Camps ©) for pastors.

- 2006— Present      **Executive Director of Fresh Start Ministries**
- In this position, I work with plateaued, declining and conflicted churches. I also spend a great deal of time training and coaching pastors for effective ministry.
- 2015-2016      **Intentional Interim, Faith Baptist Church, Parker, Colorado**  
I worked through an intensely conflicted church while establishing an accountability leadership structure and a new understanding of the church's mission and vision (November -April).
- 2006—2015      **First Baptist Church, Holyoke, Colorado**  
*Senior Pastor*  
I led the church through revitalization after a forty-year period of decline.
- 2003      Intentional Interim Pastor, Vista Bible Church, Rock Springs, Wyoming (March-October). I served two churches simultaneously as we tried to bring renewal to Vista Bible Church.
- 1997-2006      **First Baptist Church, Riverton, Wyoming**  
*Senior Pastor*
- 1983-1997      **First Baptist Church, Las Animas, Colorado**  
*Senior Pastor*
- 1980-1983      **Grove Haven Baptist Church, Dallas, Texas**  
*Pastor*
- 1977-1980      **Nagler, Pitt and Merritt Consulting Engineers, Dallas, Texas**  
*Senior Design Engineer*—projects included the Diamond Shamrock Tower, Dallas, Texas; the World Trade Center, Phase II, Dallas, Texas; and the Windom Anatole Hotel, Dallas, Texas
- 1973-1977      **Russell M. Miller Consulting Engineers, Fort Collins, Colorado**  
*Design Engineer*. I became a registered professional engineer in 1976.

## **Professional Activities:**

### **Papers and Publications**

- 2006-Present      “Fresh Start Ministries Network Update,” a bi-monthly publication that address the issues of church revitalization and church growth.
- August 2016      Co-authoring a book with Laverne Brown and Gary Westra, *Pastor Unique: Become a Turnaround Leaders,* publishing date, late summer, 2016.
- December 2014      Article: “Why are We Here? Harvest Theology, Search Theology and Christ’s Vision for Redemption,” in *Great Commission Research Journal*, Volume 6, No 2, Winter 2015.

- October 2014 Co-authored a book with Aubrey Malphurs, *Re:Vision—The Key to Transforming Your Church*, Baker Books, 2014, 275 pages.
- March 2012 Article: “Rocking the Leadership Roles,” in *Net Connect* of the Rocky Mountain Church Network, March 5, 2012.
- December 2011 Article: “Characteristics of Turnaround Pastors,” in *Great Commission Research Journal*, Volume 3, No 2, Winter 2012.
- May 2011 Doctoral Project, *Characteristics of Turnaround Pastors Among Evangelical Churches in the Rocky Mountain States*, Talbot School of Theology, Biola University.
- 2009 Book review, “The Forgotten Ways: Reactivating the Missional Church,” in *Journal of the American Society for Church Growth*, Volume 20, Winter 2009.
- 2008 Book review, “Breakout Churches: Discover How to Make the Leap,” in *Journal of the American Society for Church Growth*, Volume 19, Summer 2008.
- 2006-present A bi-monthly publication, *Fresh Start Update*. The articles are relevant to church renewal and revitalization.
- 2005 Article, “The Foundation of Spiritual Authority,” in *Companion*, a publication of the Rocky Mountain CBA, May/June 2005.
- 2004 Article, “Working Together—A Fresh Start for an Endangered Church,” in *Harvest, Mission to the Americas*, Fall 2004.
- 2003 Booklet, “Building Blocks for the Building Process,” a self-published booklet on the necessary steps for building a church facility.
- 2002 Evangelistic Bible study leader’s guide, *Discovering the Lord: Discovering and Developing a Relationship with the Lord—Leader’s Guide*, self-published.
- 1999 Evangelistic Bible study Book, *Discovering the Lord: Discovering and Developing a Relationship with the Lord*, self-published.
- 1997 Workbook, *Discovering our Purpose*. This is a Bible study workbook that helps churches self-discover the purposes for their existence. Self-published.

### Teaching and Training Events

- April 2016 **Co-trainer** with Lavern Brown and Gary Westra, *Turnaround Pastor Boot Camp*, Church of God, West Virginia, Craigsville, West, Virginia. This was an intensive one-week training event designed to give pastors tools needed for church turnaround.
- October 2011-Present Leadership coach and mentor for the High Plains Pastor Cluster in Eastern Colorado.
- May 2015 **Pastoral Trainer**, *Biblical Peacemaking and Conflict Resolution*; Kansas District of the Wesleyan Church, Clay Center, Kansas
- April 2015 **Co-trainer** with Gary McIntosh, *Turnaround Pastor Boot Camp*, Church of God, Virginia, Christiansburg, Virginia. This was an intensive one-week training event designed to give pastors tools needed for church turnaround.

- April 2015                    **Church Consultant**, Boulevard Park Presbyterian Church, Burien, Washington
- October 2014                **Presenter**, *Why Are We Here—Christ’s Vision for Ministry: An examination of Harvest Theology versus Search Theology*. The Great Commission Research Network, Southwestern Baptist Theological Seminary, Fort Worth, TX.
- August 2014                **Co-trainer** with Gary McIntosh, *Turnaround Pastor Boot Camp*, American Baptist Churches Ohio, Middleton, Ohio. This was an intensive one-week training event designed to give pastors tools needed for church turnaround.
- April 2014                    **Church Intervention**, Westside Bible Church, Rocky Ford, Colorado
- March-April 2014        Taught Ecclesiology and an Introduction to Christian Leadership online with Church Birthing Matrix (CB Matrix).
- March 2014                **Co-trainer** with Gary McIntosh, *Turnaround Pastor Boot Camp*, Church of God, Ohio, Marengo, Ohio. This was an intensive one-week training event designed to give pastors tools needed for church turnaround.
- February 2014              **Church Consultant**, First Baptist Church, Rocky Ford, Colorado
- October 2013                **Presenter**, *Leadership Development—An Alternative to Recruiting*, The Great Commission Research Network, Lifeway Plaza, Nashville, TN.
- May 2013                    **Guest Lecturer**, Biola University, Talbot School of Theology. Doctor of Ministry Cohort. Subjects: Re-envisioning Pastoral Leadership—the Key to Renewing America’s Churches; DISC Profile: Your Leadership Personality and Your Ministry; Pastoral Transitions; Leadership and Turnaround—Essential Keys; Conflict Resolution and Biblical Peacemaking.
- April 2013                    **Speaker**, *Leadership and Turnaround—Essential Keys for Any Pastor*, Rocky Mountain Church Network *Envisioning Summit*, Glenn Eyrie Conference Center, Colorado Springs, Colorado.
- February 2013              **Speaker**, *Re-Envisioning Pastoral Leadership: The Key to Healthy, Fruitful & Multiplying Northern Plains District Churches*, Northern Plains District of the Evangelical Free Church of America.
- October 2012                **Speaker**, *DISC Profile: Your Leadership Personality and Your Ministry*. Fall Gathering of the Eastern New York, New England District of the Wesleyan Church, Camp of the Woods, Speculator, NY.
- September 2012            **Co-trainer** with Gary McIntosh, *Turnaround Pastor Boot Camp*, Wesleyans and Church of God, Ohio, Marengo, Ohio. This was an intensive one-week training event designed to give pastors tools needed for church turnaround.
- March 2012                    **Church Consultant**, Living Water Bible Fellowship, Alamosa, Colorado.
- November 2011              **Presenter**, *Turnaround Pastors: Characteristics of those who Lead Churches from Life Support to New Life*, The Great Commission Research Network, Biola, La Mirada, CA.
- September 2010            **Pastoral Trainer and Visiting Teacher**, *Biblical Peacemaking and Conflict Resolution; Ecclesiology and Pastoral Ministries*, pastors’ conference plus two semester hour course taught in one week, Ararat Bible College, Yerevan, Armenia.

- June 2010                   **Pastoral Trainer**, *Vision and Beyond; Field Training, Fresh Start Consulting*, four and one-half days of training plus interventions in four churches over a two-week period, Primorye Association of Evangelical and Missionary Church, Vladivostok, Russia.
- March 2009                   **Pastoral Trainer**, *Biblical Peacemaking and Conflict Resolution; Principles and Practices for Fresh Starts*, five-day conference followed by travel to numerous churches. Primorye Association of Evangelical and Missionary Church, Vladivostok, Russia.
- November 2008               **Pastoral Trainer**, *Field Training, Fresh Start Consulting*, three days of training plus two church interventions, Hope to People, Rivne, Ukraine.
- April 2007                   **Pastoral Trainer and Visiting Teacher**, *Biblical Peacemaking and Conflict Resolution, and Ecclesiology and Pastoral Ministries*, pastors' conference plus two semester hour course taught in two weeks, Word of Grace Bible College, Rivne, Ukraine.
- April 2006                   **Pastoral Trainer and Visiting Teacher**, *Ecclesiology and Pastoral Ministries*, two semester hour course taught in two weeks, Word of Grace Bible College, Rivne, Ukraine.
- 2004-Present               Numerous church interventions in conflicted churches. These interventions include assessments of the church, the pastor, the leadership team, the community and necessary prescriptions needed to produce transformation in the church.
- April 1999                   **Pastoral Trainer and Visiting Teacher**, *Ecclesiology and Pastoral Ministries*, two-semester hour course taught in two weeks, Donetsk Christian University, Donetsk, Ukraine
- April 1997                   **Pastoral Trainer and Visiting Teacher**, *Ecclesiology and Pastoral Ministries*, two-semester hour course taught in two weeks, Donetsk Christian University, Donetsk, Ukraine
- April 1996                   **Pastoral Trainer and Visiting Teacher**, *Ecclesiology and Pastoral Ministries, Christian Leadership*, three-semester hour course taught in three weeks, Donetsk Christian College, Donetsk, Ukraine.
- November 1994               **Pastoral Trainer and Visiting Teacher**, *Ecclesiology and Pastoral Ministries, Christian Leadership*, three-semester hour course taught in three weeks, Donetsk Christian College, Donetsk, Ukraine.

## Research Activities

- 2013-2016                   Turnaround Pastor Research: The Birkman Method is another tool that shows great promise for providing training tools for pastors who seek to see their churches transition from plateaued or declining worship attendance. I have been conducting research with Dr. Lavern Brown and the Reverend Dr. Gary Westra in this ongoing research project.
- 2012-2013                   Turnaround Pastor Research: Expanded research that included information on 146 pastors who served churches distributed in all fifty states, Washington, D.C. and all ten Canadian provinces. This research provided the foundation for Aubrey Malphurs and my book, *Re:Vision—The Key to Transforming Your Church*, (Baker Books, October 2014).
- 2009-2016                   Pastoral Leadership Characteristics: I am currently working with Ken Bratz of Leadership Resources and Consulting on pastoral traits revealed using the Workplace

Motivators. Once again we hope to use this tool to help pastors understand their “sweet spot” in ministry as well as those areas of their lives that will hinder effective ministry.

2009-2011

Turnaround Pastor Research: Research for my Doctor of Ministries research project on the characteristics of turnaround pastors in contrast to non-turnaround pastors. This research was conducted with 28 pastors who served churches in the Rocky Mountain States. The research discoveries are included in *Defining Characteristics of Turnaround Pastors Among Evangelical Churches in the Rocky Mountain States*, (Biola University, 2011).

July 2016